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ABSTRACT

To meet the need on the part of superintendents and school boards for data on nonsalary benefits provided the administrative heads of local school systems throughout the country, questionnaires were sent to superintendents of the 555 school systems enrolling 12,000 or more pupils and to 318 superintendents in smaller systems. The findings, discussed in the text and summarized in a series of tables, concern salaries, length of contracts, annual paid vacation, indistrict transportation arrangements, leaves of absence, group insurance coverage, retirement income, professional obligation expenses, relocation expenses, and other fringe benefits provided. (Author/MLF)

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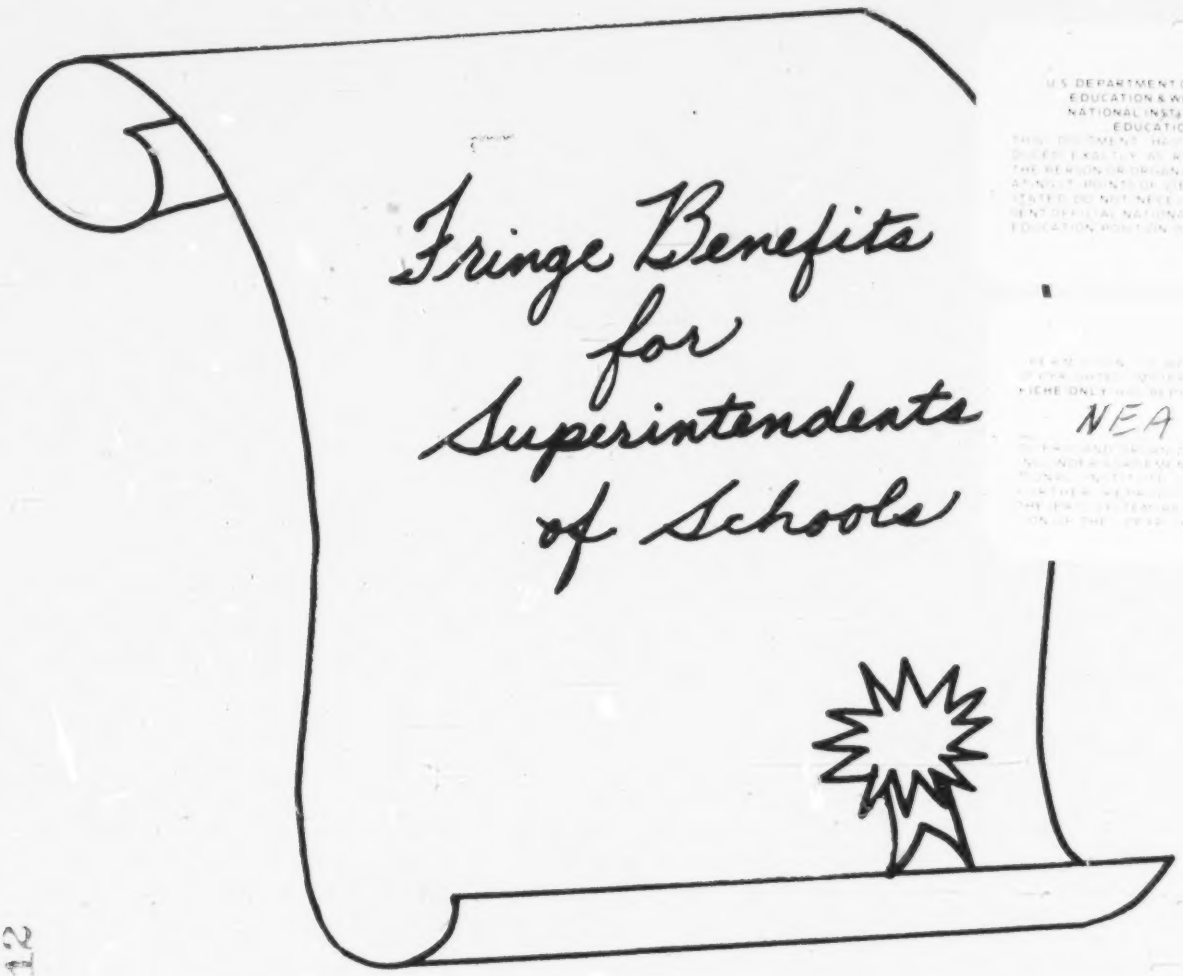

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Circular No. 3, 1970 June 1970

FRINGE BENEFITS FOR SUPERINTENDENTS OF SCHOOLS

Asked about the fringe benefits which accompany his salary, a superintendent of schools commented, "I would relinquish the few I have for the base salary and a work week of 45-50 hours, rather than 60-70 hours per week." He speaks, no doubt, for many of his counterparts.

Unfortunately no school board can guarantee its superintendent a work week of 50 hours or less. It can, however, offer a variety of "extras" designed to provide personal and family security (several kinds of insurance, tax-sheltered annuity, sick and short-term leaves, moving expenses), and to make it easier for him to meet his professional obligations (transportation, local expense account, conference attendance, professional improvement leave).

The Educational Research Service and its parent organization, the American Association of School Administrators, are aware of an increasing need on the part of superintendents and school boards for data on nonsalary benefits provided the administrative heads of local school systems throughout the country. Early in 1970, ERS sent the questionnaire reproduced on pages 25-28 to superintendents of the 555 school systems enrolling 12,000 or more pupils and to 318 superintendents in smaller systems which subscribe to ERS. Replies received from 511 superintendents were distributed as follows:

Enrollment group	Ques. sent	Replies received
100,000 or more	26	18 (69.2%)
50,000-99,999	56	40 (71.4%)
25,000-49,999	104	68 (65.4%)
12,000-24,999	369	193 (52.3%)
6,000-11,999	128	77 (60.2%)
3,000-5,999	122	76 (62.3%)
Smaller systems	68	39 (57.4%)
Totals	873	511 (58.5%)

The questionnaire was designed to determine not only what fringe benefits are provided, but how many of these benefits are actually specified in the superintendent's contract. The respondents were asked to circle the letters "NA" if the benefit is not provided, and to circle "C" if the benefit is specified in the superintendent's written contract with the board of education. However, in examining the replies, it appears that some respondents misunderstood the instructions and circled the letter "C" for every item provided, whether or not it is specified in their contracts. Or conversely, some supplied information and circled "NA" if the benefit is provided but not specified in the contract. Allowance has been made for the latter situation in tabulating the replies, but it was not possible in many cases to determine which circled "C's" ought to be eliminated.

In many of the school systems represented in this report, the superintendent is included with all other professional personnel under the board's nonsalary benefit policies. One superintendent commented that he would not want any fringe benefit that his teachers did not also have. However, not every superintendent is guaranteed the fringe benefits received by his instructional staff. Lamented one respondent, "Until the advent of a collective bargaining law in this state, the superintendent was covered by and entitled to any benefits granted to teachers. Since that time the superintendent is excluded from the contract and no special provisions have been made for him. In my case [there needs to be] a consideration of the whole issue [of fringe benefits]." Another respondent expressed the opinion that contracts should include a clause guaranteeing the superintendent fringe benefits enjoyed by other members of the professional staff.

A number of superintendents' replies, particularly regarding leaves of absence, reflected an understanding and liberal attitude on the part of the board rather than contract provisions or board policy. This flexible approach by some boards is reflected in such statements as: "The board of education regards the superintendent as chief executive officer of the school district; his judgment is accepted on most items of decision." "The board always makes allowances as needed."

Somewhat the same situation exists in the case of the elected superintendent. As one elected chief excutive explained, he is not an employee of the board and therefore is not entitled to the benefits provided employees, but he is not limited by allotments of leave time. He may belong to the teacher retirement system and usually is also able to participate in local or state insurance programs.

The questionnaire asked superintendents to indicate whether they objected to their replies being identified with their school systems. Slightly over one-third preferred not to be identified, and thus the information received from the questionnaires is reported in this Circular in summary form, classified only by size of system.

Beginning on page 14 is a series of tables summarizing the data on salaries, length of contracts, and specific nonsalary benefits, as reported by the participating superintendents. These findings are discussed in the sections which follow.

1969-70 SALARIES
(Table 1, page 14)

Table 1 summarizes, in $3,000 intervals and by enrollment group, the 1969-70 salaries reported by the participating superintendents. As might be expected, the highest salary ($51,450) is paid to a superintendent in a school system enrolling well over 100,000 pupils, and the lowest ($11,800) is in a system with less than 3,000 pupils. With the exception of the sixth enrollment group, the median salary is smaller in each descending enrollment group. The median salary for the entire group ($26,402) is very close to the median for superintendents in the middle enrollment group.

Although the salary of the superintendent is a matter of public record, since he is a public employee (or elected official), a number of superintendents did not report their 1969-70 salaries. Wherever possible, the missing salary information was obtained from the annual report entitled Maximum Salaries Scheduled for School Administrators, 1969-70 (Research Report 1970-R2, 100 p. $2), published by the Research Division of the National Education Association.

LENGTH OF CURRENT CONTRACT
(Table 2, page 15)

More than 90 percent of the responding superintendents have contracts which specify a certain duration of employment. In Table 2 separate tabulations have been made for superintendents of operating county units which elect a superintendent (4), systems in which superintendents have tenure (16), systems in which the superintendent serves "at the pleasure of the board" with no written contract (10) and systems which currently have an acting superintendent (9). Twenty-five superintendents did not report the length of their current contract.

The largest percentage (27.8 percent) have three-year contracts, but four-year contracts run a close second (24.9 percent). Apparently the smaller the system the greater the likelihood that the superintendent will have a one-year contract. Four-year contracts predominate in the enrollment group covering the largest systems (61.1 percent), while one-year contracts are most frequently held by superintendents in the three groups enrolling less than 12,000 pupils.

In about one-half the states the maximum length of contract which can be granted a superintendent is set by law.[1/] In the four states in which some superintendents of county operating units are elected (Alabama, Florida, Georgia, and Tennessee), the term of office is specified.

One or more of the responding superintendents in four states (Delaware, Massachusetts, New Jersey, and New York) reported they have tenure as superintendents. The Michigan tenure law provides that a superintendent gains tenure as a superintendent if his contract does not state to the contrary, although no responding Michigan superintendent indicated that he is on tenure.

1/ Nolte, M. Chester. Guide to School Law. West Nyack, N. Y.: Parker Publishing Co., 1969. p. 8.

No separate tabulation was made in Table 1 for salaries of acting superintendents, since most responded that the salary of their regular position in the system had been raised close to or at the level of the former superintendent's salary when they became acting superintendent. In Table 2, however, a separate category has been made for acting superintendents since their contracts (if they are under contract) rarely specify more than a one-year duration.

ANNUAL PAID VACATION
(Table 3, page 18)

Theoretically, according to their contracts or board policy, 98 percent of the participating superintendents can take an annual vacation without loss of pay--about two-thirds of them for four weeks or more. A few others are under a flexible policy which is not specific as to the amount of paid vacation, allowing the superintendents to take leave when their jobs permit.

"When their jobs permit." This, of course, is the problem for most superintendents. Obviously many of them regard vacation as more of a luxury than a fringe benefit. Sixty-eight (13.3 percent) reported that they took no vacation last year (two of these are saving their leave for extended trips), and an almost equal number were able to take less than half of their allotted leave. Of the 105 superintendents who reported they were able to use their full vacation period last year, 34.3 percent had two- or three-week vacations, and 65.7 percent had vacations of four weeks or more. By comparison, 28.7 percent of the responding superintendents are allotted vacations of two or three weeks, and 67.4 percent four or more weeks.

The 56 tabulated as "Not applicable" in the bottom section of Table 3 include those with no specified length of vacation, those to whom no vacation is provided, and those who are acting superintendents or in their first year of service in the system.

The Guidelines for the Superintendent's Contract, issued in 1968 by the American Association of School Administrators, recommends that the written contract specify the number of "days vacation annually exclusive of legal holidays." However, only 195 (38.2 percent) of the superintendents indicated that the number of paid vacation days is stipulated in their contracts.

Although the questionnaire did not ask whether unused annual leave can be accumulated, a few superintendents volunteered the information that annual leave days can accumulate. A suggestion was made that vacation leave for superintendents should be not only cumulative but also mandatory since the position of superintendent is so demanding that an individual is rarely able to sustain peak working performance for several years without a break from the pressures imposed by the job.

INDISTRICT TRANSPORTATION ARRANGEMENTS
(Table 4, page 17)

Another provision suggested by the AASA Guidelines is that the board shall provide the superintendent with "transportation required in the performance of his duties" or shall pay him an annual allowance for expenses incurred in providing his own transportation.

Of the responding superintendents, 480 (93.9 percent) receive some consideration for in-district transportation, but only 132 (25.8 percent) have this specified in their contracts. As can be seen from Table 4, nearly one-half are provided with a district-owned or leased car. Where a system-employed driver is also available (seven systems), maintenance and gasoline are provided by the district. The entries under "With credit card" include systems which provide gasoline from district-owned tanks and service the car in the school system's garage. Three of the 40 respondents who use a leased car said that it is provided as an extension of the driver training program by a local automobile dealer.

A few superintendents who receive a flat amount for transportation indicated that the amount granted also covers other local expenses such as service club dues and official luncheons,

and in some cases also out-of-district transportation and expenses for conventions.

The dollar amounts provided superintendents annually for indistrict transportation range from $225 to $2400. The most frequently reported figures were $1200 and $600 annually. Generally, a somewhat smaller flat amount is provided with a mileage allowance. Ten cents a mile was the figure reported by more than half of those who receive only a mileage allowance. One superintendent reported that he receives $2.75 for each day he uses his own car for official duty.

Detailed information on provisions for indistrict transportation for superintendents and other professional employees can be found in ERS Circular No. 3, 1967, Transportation Allowance for Staff Travel Within School District (58 p. $1).

LEAVES OF ABSENCE
(Table 5, pages 18-19)

As in the case of paid vacations, long- and short-term leaves of absence for superintendents are often provided in theory but not in fact. The information reported in Table 5 represents what the superintendent technically can do, limited in some cases by specific permission from the board of education.

Sabbatical leave. Almost 30 percent of the responding superintendents may apply for sabbatical leave. In most cases they are included in, or rather not excluded from, the board policy relating to teachers. Many, however, said that it has never been requested, that it is impractical to grant such leave to superintendents, or that they doubt the board would approve such a leave request.

Only 26 superintendents said provision for sabbatical leave is in their contracts, and this figure may be high in view of the possible misinterpretation of instructions on the questionnaire. However, a superintendent's contract may include a general statement that he is eligible for the same fringe benefits as other school system employees, including sabbatical leave.

The period of a sabbatical was generally reported as nine or 12 months with part pay, and six months with full pay. Twenty superintendents reported a part-pay/full-pay option--e.g., six months of sabbatical leave at full pay or 12 months at part pay.

Sick leave. Only 2.7 percent of the chief executives reported that they do not receive any sick leave; another 3.5 percent said that the amount was not spelled out, but that the board would probably not deduct for less than an extended leave for serious illness or accident.

In 20 systems sick leave is provided for an extended period of illness specified in terms of days or months. In such cases sick leave ranging from 40 days to a full year is not cumulative from year to year, but serves as a kind of disability or income insurance for the superintendent.

The majority of superintendents in the survey (almost 90 percent), receive sick leave ranging from four to 35 days each year. The unused portion is allowed to accumulate indefinitely in over a third of these system . The majority, however, limit accumulation anywhere from 12 to 260 days. Generally the specified maximum accumulation is 90, 120, or 180 days.

Most of the superintendents who reported sick leave on a cumulative basis were stating board policy, negotiated agreement, or state law, which apply equally to all certificated personnel.

Professional growth leave. With respect to leave for university courses, attendance at seminars, or other professional growth activities of short duration, the situation seems to be feast or famine. Fifty-five percent do not have any provision for professional growth leave, i.e., they must use annual vacation time for this activity; 39 percent receive full pay for such activities if prior approval of the board has been obtained.

Only 7.2 percent have a stipulation regarding professional growth leave in their contracts. Some responses indicated that boards consider each individual request and decide the pay pro-

vision to be in force during the absence. Many of those with full-pay provisions must also seek prior board approval for such absences.

Leave for consulting work. While it is unlikely that most superintendents would be called upon to serve as a consultant to another district or educational agency, and even rarer that he could afford to do so, 120 of the respondents indicated that this type of leave with full or part pay would be allowed. In some cases this might involve services to a state or national professional organization or time spent serving on local civic committees.

Leave for civic duties. Leave with full pay for jury duty and other court appearance was reported by 217 (42.5 percent) of the superintendents. One respondent remarked that "although the superintendent would be permitted to serve on a jury, it is highly unlikely that he would be asked." No doubt this is the case in most systems.

Personal business leave. Since more and more teachers are being granted two or three days a year with pay, not deducted from sick leave, to be used for personal business, it is not surprising that more than 40 percent of the cooperating superintendents also have this privilege. Allowances of from two to five days were reported for such activities as moving, purchasing real estate, adoption cases, legal appointments, and urgent business with a government agency.

Other short-term leaves granted. A number of superintendents mentioned that provision is made for attendance at graduations, funerals, and religious holidays, with deduction made from sick leave allowance. These leaves were not tabulated in Table 5.

Additional leaves granted without loss of pay or deduction from other leave allowances were religious holidays, university teaching, military reserve duty, duties assigned as national officer of professional organizations, and "executive privilege."

It is assumed that wherever provision is made to pay the expenses of attendance at state or local professional conferences and conventions, leave is also granted without loss of pay.

GROUP INSURANCE COVERAGE

(Table 6, pages 20-21)

Respondents were asked to indicate whether the school district pays the cost of coverage, in full or in part, for seven specific types of group insurance. Although the questionnaire did not provide space to indicate whether coverage was for a single or a family policy, some respondents volunteered this information, and others said that single coverage is paid in full and family coverage is paid in part. Thus it may be that some respondents who checked "paid in part" were referring to family coverage.

The questionnaire did not ask respondents to indicate the limit of coverage for life, travel, disability, or liability insurance because it was felt that many respondents would not answer if the information had to be reported in dollars and cents. It is obvious, however, that the size of the policy offered and the amount paid by the district would greatly alter the relative "benefit" of such coverage.

Medical insurance. It will be noted in Table 7 that the group insurance most often reported as paid in full or in part was hospitalization, with medical-surgical and major medical second and third.

Life insurance. About an equal number of systems pay the full cost of a life insurance policy as pay part of the cost, but only 36 percent of the responding superintendents receive this benefit.

Disability insurance. Premiums for disability coverage paid in full or in part is provided 16.4 percent of the superintendents. This figure may include some superintendents who receive disability insurance through their membership in the state or local retirement system, a situation explained by three respondents. One superintendent noted that, while he is allowed a maximum accumulation of only 45 days sick leave, the district provides the long-term disability insurance in lieu of extended sick leave.

Professional liability insurance. Perhaps the most surprising figure reported in Table 6 is that only 24.4 percent of the districts provide total or even partial payment of tort liability insurance for the superintendent. A few superintendents noted that they receive this coverage through membership in the National Association of Secondary School Principals or their state Association of School Administrators. In Utah state law specifies that tort liability insurance must be paid for by the school district.

Travel insurance. Seventeen percent of the responding superintendents said insurance for travel is paid in full or in part by the district. Some qualified their replies by adding that this means only that the school system reimburses them for policies purchased at the time of each trip.

Other insurance provided. Thirteen superintendents wrote in additional types of insurance coverage provided, although none indicated the extent of payment by the district. Dental insurance was mentioned by nine, and the following by one superintendent each: fidelity bond, extended benefits, income protection, automobile insurance, and vision care.

One superintendent reported a unique practice. In lieu of group insurance coverage, he receives $30 a month to apply as he sees fit toward any insurance policy or policies.

RETIREMENT INCOME
(Table 7, page 22)

The various sources of retirement income for superintendents, made possible by virtue of his current position, are tabulated in Table 7.

State or local retirement systems. All except nine of the 511 responding superintendents indicated that they are members of state or local retirement systems. One of the nine explained that he was already past retirement age when he assumed his present superintendency; the remaining eight made no explanation.

Social security. Coverage by social security is coordinated with the state retirement systems in 36 states. In seven of these states social security is optional with the local school district (Georgia, Montana, New Mexico, North Dakota, Oklahoma, Texas, and Vermont); in one other of the 36 it is optional with the individual (Pennsylvania). Minnesota has a closed system; for all members joining after 1959, social security coverage is mandatory; for those who were members prior to 1960, coverage is optional.

In the 14 remaining states, social security is not coordinated with the retirement system, but one of these states, Rhode Island, has elective coverage apart from the retirement system.

A great number of respondents left blank the space provided to indicate who pays the employer's share of social security. Thus this information was not compiled from the questionnaires.

Table 7 shows that 57.7 percent of the responding superintendents are automatically covered by social security, or have elected to be covered.

Board-approved tax-sheltered annuity. Slightly more than half of the superintendents in the survey have the option of contributing to a board-approved tax-sheltered annuity program, although about five percent of these said they had not taken advantage of the option. Most of those to whom tax-deferred plans are available may participate in programs offered by state education associations or by individual insurance companies. A few have enrolled in the recently established AASA Retirement Plan.

The superintendents' replies to the question on severance pay are included in Table 7, although it is recognized that severance pay is not retirement income. It is a lump sum, which can be fairly large, paid when service is terminated. Most of the 74 who said they could receive severance pay indicated that it would be paid only if they retired from the system in which they are currently serving. In a few cases it is paid upon resignation or death, as well as on retirement.

Responding to the question regarding bases upon which the amount of severance pay is de-

termined, 71 of the 74 superintendents who receive severance pay reported as follows:

Unused sick leave only	35
Unused annual leave only	12
Years of service only	7
Sick and annual leave	4
Percentage of current salary	9
Years of service and unused sick leave	2
Flat amount	-

Four of the nine where severance pay is based on current salary would receive one month's salary; two would receive two months' salary; two would receive three months' salary; and one three months' salary at half pay. The two tabulated as flat amounts were $1000 and $1000 multiplied by the superintendent's salary index.

Information on various severance pay plans available to professional employees in local school systems can be found in ERS Circular No. 5, 1969, Severance Pay for Professional Employees in Public School Systems (20 p., $1.25).

PROFESSIONAL OBLIGATION EXPENSES
(Table 8, page 23)

Expenses covered in this category include those incurred by reason of the office of a superintendent of schools in a community--e.g., professional organization dues, entertainment and community service expenses, and conference attendance.

Professional organization dues. This category was intended to cover dues in national and state educational associations such as AASA, NASSP, NAESP, NSBA, NEA, and ASCD. As can be seen from Table 8, about 30 percent of the systems cover dues in some or all of the professional organizations to which the superintendent belongs. A few qualifications were added to the responses, such as "two organizations only," or "national organizations only," or "only organizations where membership is prerequisite to convention attendance," or "only if paid as part of convention registration."

A few negative comments were added: "board would do this, but I prefer to pay my own," and "I do not believe the board should pay these."

Out-of-district conferences and conventions. All but 13 of the superintendents indicated that some provision has been made to cover expenses incurred in attending professional conferences and conventions outside the district. One superintendent said this budget item was specified as "conventions and recruitment." As was mentioned before, this expense is sometimes included in an allotment for indistrict travel and local expenses.

Nearly 75 percent reported that there is no limitation on the amount of funds allotted the superintendent for convention attendance, other than it be "reasonable" and be itemized on his return. Some (19.4 percent) said they receive either a stipulated amount each year or an amount determined annually by the budget. Another 2.2 percent receive transportation and a per diem. The number of out-of-district meetings the superintendent may attend is stipulated in seven systems--usually one state and one national each year.

The dollar amounts reported by respondents as conference and convention allowance exclusively range from $300 to $2250, with $1000 reported most frequently. ERS Circular No. 6, 1969, Attendance at Professional Conferences and Conventions (40 p., $1.25) provides information of board policies in this area.

Local expenses. Nearly 70 percent of the respondents said provision has been made to cover expenses incurred for local entertainment of officials, service club dues and luncheons, and the like. For 62.4 percent this is provided "as needed," and 5.9 percent receive a stipulated annual allowance, ranging from $200 to $2500. One superintendent said he receives $100 a month which in effect becomes part of his salary since he does not have to account for its expenditure.

RELOCATION EXPENSES
(Table 9, page 24)

The mobility of superintendents is a well-established fact, as is the heavy expense incurred in moving a household and family to a new location. In order to encourage qualified applicants from other states and to help relieve

the superintendent of some of the financial burden of accepting a new position, some school systems will cover in full or in part the transportation and moving costs for the new superintendent.

Moving of household goods. Almost 30 percent of the responding superintendents said they were paid in full or in part for transportation of their household goods to the new school district, including one who said he was promoted from within but the cost had been paid when he came to the system as an assistant superintendent. All others who were promoted from within and those who did not receive reimbursement for moving expenses have been tabulated in the "Not provided or not applicable" category.

Transportation of self and family. Only about 10 percent of the superintendents said transportation costs were paid when they moved to the new district. Those who replied that only their own personal transportation expense was covered have been tabulated under "Paid in part."

District-owned house provided. Of the seven superintendents who reported they live in district-owned houses, one said he does pay a minimum rental for the house. Whether superintendents would prefer to have their residence provided by the district seems a little in doubt. The comments of two superintendents whose homes are not provided by the district are of interest. One expressed disdain for such a practice, while the other said that a district-owned house was the additional fringe benefit he would most like.

OTHER FRINGE BENEFITS PROVIDED

Space was provided on the questionnaire to indicate additional fringe benefits received. The one mentioned most frequently was tuition reimbursement for university courses. Sixteen superintendents reported varying amounts: 50 percent of tuition at a state university (two systems); $75 a year; 75 percent of tuition; $25, $30, and $40 a semester hour; $30 a semester hour up to $300 a year; $25 a semester hour up to $600 total; and all books and tuition at a local college or $57 a semester hour at any other college.

Three superintendents mentioned annual physical examinations, and three said the district pays their home telephone bills. One each reported subscriptions to professional magazines, parking expenses, and "Key Man" insurance.

A death benefit plan, apart from life insurance, provides, if the superintendent dies in service, the following schedule of payments to one superintendent's beneficiary:

1-9 years' service	Remainder of current month's salary + one month's salary
10-19 years' service	Remainder of current month's salary + two months' salary
20 or more years	Remainder of current month's salary + three months' salary

IMPROVEMENTS WHICH SUPERINTENDENTS BELIEVE SHOULD BE MADE IN THEIR FRINGE BENEFITS PROGRAMS

The final question on the survey form asked responding superintendents to name the one fringe benefit which they believed in greatest need of improvement. Most answers reflected the superintendent's own situation. Many listed more than one benefit, but only the first one mentioned has been considered in compiling the following data.

One hundred of the 511 responding superintendents named retirement benefits as most in need of reform. Their suggestions for improvement most often pinpointed the unique role of the mobile superintendent--transfer of service credit from other states. Other suggestions were: should be based on years of service only; should be based on average salary for five years; should provide a lower retirement age; should include cost-of-living formula; should provide extended credit for the extended work year of a superintendent; should provide for early retirement without penalty.

Among the other types of retirement benefits desired by the superintendents are tax-

sheltered annuities (four superintendents), severance pay (seven), and social security (one).

Thirty-seven respondents would like reimbursement or an allowance for local expenses. Improvement in the entire insurance program of the district was suggested by 27 superintendents, while 41 pinpointed a particular type of insurance coverage they wished they had. Just about every other type of fringe benefit covered in this study was listed by one or more of the respondents.

Two superintendents want a shift in their vacation schedules--to include vacation during the school year when it is easier to get away. Another said he would prefer a "competitive salary" to additional fringe benefits.

Only one superintendent expressed a desire that his contract be more specific with respect to fringe benefits. Almost to a man, the others with contracts that do not spell out nonsalary benefits said they prefer it that way. One commented:

> My answers appear to indicate that this is not a very desirable situation. This is not so. Due to past long tenure of superintendents in this system there has been no need for some of the legalities found in many or most districts. The fringe benefits are as noted, but not as restrictive as the answers might appear to indicate. There is no specified time limit on travel, leave, vacations, etc. It has always been left up to the superintendent and his good judgment. Until this is violated, I doubt that the board would feel it necessary to legalize such provisions.

A unique suggestion for improvement in fringe benefits was offered by one of the respondents. He suggested "provision for relief to the superintendent from the many functions which he must attend--possibly ground him after 50-60-70 hours in the office and/or on official duty."

A number of superintendents expressed satisfaction with the benefits they receive, and could not suggest any area with which they were not content. One qualified this a little by saying, "none desperately needed."

A POSTSCRIPT

Perhaps theoretically the lower a superintendent's salary, the more liberal his fringe benefit program should be, to compensate for the inequity of his salary as compared with the work week and job pressure. However, replies to this survey reveal that, generally, fringe benefits are <u>not</u> in inverse ratio to salary level. Superintendents with low salaries (compared to other superintendents in systems of comparable size) rarely receive more fringe benefits than the higher salaried chief executives in the same enrollment group.

The Educational Research Service is grateful to the superintendents who took time to fill out, so promptly and so completely, the questionnaire circulated for this survey. The school systems they represent are listed by enrollment group on pages 11-13. Replies were received from all 50 states and the District of Columbia.

This study was designed and written by Suzanne K. Stemnock, Professional Assistant, Educational Research Service

THE FRINGE BENEFIT PACKAGE FOR THE "TYPICAL" SUPERINTENDENT

Benefit	Typical practice
ANNUAL SALARY	$26,402
LENGTH OF CONTRACT	Three years
ANNUAL PAID VACATION	Four weeks
Amount used in 1969	50 percent
INDISTRICT TRANSPORTATION	Provided
If district-owned car	With credit card
If leased car	With credit card
If mileage allowance	Unlimited @ 10¢ a mile
If dollar amount only	$1200 a year
LEAVES OF ABSENCE	
Sabbatical leave	Not provided
If provided	With part pay
Sick leave	10 or 12 days a year, cumulative
Professional growth leave	Not provided
If provided	With full pay
Leave for consulting work	Not provided
If provided	With full pay
Leave for civic duties	Not provided
If provided	With full pay
Personal business leave	Not provided
If provided	With full pay
GROUP INSURANCE COVERAGE	
Hospitalization	Provided--premiums paid in part
Medical-surgical	Provided--premiums paid in full
Major medical	Provided--premiums paid in full
Life	Not provided
If provided	Premiums paid in full
Disability	Not provided
If provided	Premiums paid in part
Professional liability	Not provided
If provided	Premiums paid in full
Travel	Not provided
If provided	Premiums paid in full
RETIREMENT INCOME	
Retirement system	Member
Tax-sheltered annuity	Not provided
Social Security	Covered
Severance pay	Not provided
If provided	Based on unused sick leave
PROFESSIONAL OBLIGATION EXPENSES	
Professional organization dues	Not covered
Out-of-district conferences	Expenses paid in full
Local expenses	Covered as needed
RELOCATION EXPENSES	
Movement of household goods	Not provided
If provided	Paid in full
Transportation of self and family	Not provided
If provided	Paid in full
District-owned residence	Not provided

COOPERATING SCHOOL SYSTEMS

Enrollment group 1 (100,000 or more)

San Diego, Calif.
Washington, D. C.
Broward County, Fla. (Ft. Lauderdale)
Dade County, Fla. (Miami)
Duval County, Fla. (Jacksonville)
Hawaii--entire state
Indianapolis, Ind.
Baltimore, Md., city schools
Baltimore County, Md. (Towson)
Montgomery County, Md. (Rockville)
Prince George's County, Md. (Upper Marlboro)
Detroit, Mich.
St. Louis, Mo.
New York, N. Y.
Columbus, Ohio
Dallas, Texas
Houston, Texas
Fairfax County, Va. (Fairfax)

Enrollment group 2 (50,000-99,999)

Mobile, Ala., city and county schools
Tucson, Ariz.
Fresno, Calif.
Garden Grove, Calif.
Sacramento, Calif.
San Juan School District, Calif. (Carmichael)
Denver, Colo.
Jefferson County, Colo. (Lakewood)
Hillsborough County, Fla. (Tampa)
Palm Beach County, Fla. (West Palm Beach)
Pinellas County, Fla. (Clearwater)
Polk County, Fla. (Bartow)
DeKalb County, Ga. (Decatur)
Wichita, Kans.
Jefferson County, Ky. (Louisville)
Louisville, Ky., city schools
Caddo Parish, La. (Shreveport)
East Baton Rouge Parish, La. (Baton Rouge)
St. Paul, Minn.
Kansas City, Mo.
Omaha, Nebr.
Clark County, Nev. (Las Vegas)
Albuquerque, N. Mex.
Akron, Ohio
Cincinnati, Ohio
Dayton, Ohio
Toledo, Ohio
Oklahoma City, Okla.
Tulsa, Okla.
Portland, Oreg.
Pittsburgh, Pa.
Charleston County, S. C. (Charleston)
Greenville County, S. C. (Greenville)
Austin, Texas
El Paso, Texas
Ft. Worth, Texas
Granite School District, Utah (Salt Lake City)
Norfolk, Va.
Seattle, Wash.
Kanawha County, W. Va. (Charleston)

Enrollment group 3 (25,000-49,999)

Huntsville, Ala., city schools
Montgomery, Ala., city and county schools
Phoenix, Ariz.--Union High School District
Scottsdale Elementary School District, Ariz. (Phoenix)
Little Rock, Ark., city schools
Anaheim, Calif.--Union High School District
Fremont, Calif.

Enrollment group 3 (Continued)

Hayward, Calif.
Mt. Diablo School District, Calif. (Concord)
Norwalk-La Mirada School District, Calif. (Norwalk)
Pasadena, Calif.
Riverside, Calif.
San Bernardino, Calif.
San Jose, Calif.
Santa Ana, Calif.
Torrance, Calif.
Pueblo, Colo.
Hartford, Conn.
Escambia County, Fla. (Pensacola)
Volusia County, Fla. (DeLand)
Cobb County, Ga. (Marietta)
Rockford, Ill.
Evansville-Vanderburgh School Corporation, Ind. (Evansville)
Fort Wayne, Ind.
Gary, Ind.
South Bend, Ind.
Des Moines, Iowa
Kansas City, Kans.
Shawnee Mission, Kans.
Topeka, Kans.
Fayette County, Ky. (Lexington)
Lafayette Parish, La. (Lafayette)
St. Landry Parish, La. (Opelousas)
Harford County, Md. (Bel Air)
Worcester, Mass.
Flint, Mich.
Lansing, Mich.
Warren, Mich.
Robbinsdale, Minn.
Springfield, Mo.
Lincoln, Nebr.
Washoe County, Nev. (Reno)
Jersey City, N. J.
Rochester, N. Y.
Yonkers, N. Y.
Greensboro, N. C., city schools
Wake County, N. C. (Raleigh)
Winston-Salem/Forsyth County, N. C. (Winston-Salem)
Parma, Ohio
Columbia, S. C.
Chattanooga, Tenn., city schools
Corpus Christi, Texas
Lubbock, Texas
North East School District, Texas (San Antonio)
Pasadena, Texas
Davis County, Utah (Farmington)
Salt Lake City, Utah
Arlington County, Va. (Arlington)
Chesterfield County, Va. (Chesterfield)
Henrico County, Va. (Richmond)
Newport News, Va.
Prince William County, Va. (Manassas)
Richmond, Va., city schools
Virginia Beach, Va.
Spokane, Wash.
Tacoma, Wash.
Madison, Wis.
Racine, Wis.

Enrollment group 4 (12,000-24,999)

Baldwin County, Ala. (Bay Minette)
Gadsden, Ala
Tuscaloosa, Ala.
ABC School District, Calif. (Artesia)
Alhambra, Calif.
Alum Rock Elementary School District, Calif. (San Jose)
Anaheim, Calif.--Elementary School District
Azusa, Calif.
Bakersfield, Calif.--Elementary School District

Enrollment group 4 (Continued)

Baldwin Park, Calif.
Bellflower, Calif.
Berkeley, Calif.
Burbank, Calif.
Cajon Valley Elementary School District, Calif. (El Cajon)
Chula Vista, Calif.--Elementary School District
Compton, Calif.--Elementary School District
Compton, Calif.--Union High School District
Corona, Calif.
Cupertino, Calif.--Elementary School District
East Whittier Elementary School District, Calif. (Whittier)
Fullerton, Calif.--Elementary School District
Grant Joint Union High School District, Calif. (Sacramento)
Grossmont Union High School District, Calif. (La Mesa)
Kern County Union High School District, Calif. (Bakersfield)
La Mesa-Spring Valley Elementary School District, Calif. (La Mesa)
Lompoc, Calif.
Modesto, Calif.
Napa Valley School District, Calif. (Napa)
Ontario-Montclair Elementary School District, Calif. (Ontario)
Rowland Elementary School District, Calif. (Rowland Heights)
San Lorenzo, Calif.
San Mateo, Calif.--Elementary School District
San Mateo, Calif.--Union High School District
Santa Barbara, Calif.
Santa Clara, Calif.
Santa Rosa, Calif.
Vallejo, Calif.
Ventura, Calif.
Adams County District 12, Colo. (Denver)
Aurora, Colo.
Boulder Valley School District, Colo. (Boulder)
Littleton, Colo.
Mesa County Valley School District, Colo. (Grand Junction)
Westminster, Colo.
Milford, Conn.
New Britain, Conn.
Newark, Del.
Wilmington, Del.
Alachua County, Fla. (Gainesville)
Lee County, Fla. (Ft. Myers)
Manatee County, Fla. (Bradenton)
Sarasota County, Fla. (Sarasota)
Dougherty County, Ga. (Albany)
Glynn County, Ga. (Brunswick)
Boise, Idaho
Pocatello, Idaho
Champaign, Ill.
Decatur, Ill.
Elgin, Ill.
Granite City, Ill.
Mt. Prospect, Ill.--Township High School
Rock Island, Ill.
Anderson, Ind.
Bartholomew School Corporation, Ind. (Columbus)
Elkhart, Ind.
Hammond, Ind.
Monroe County, Ind. (Bloomington)
Washington Township Metropolitan School District, Ind. (Indianapolis)
Cedar Rapids, Iowa
Sioux City, Iowa
Waterloo, Iowa

Enrollment group 4 (Continued)

Ouachita Parish, La. (Monroe)
Portland, Maine
Allegheny County, Md. (Cumberland)
Frederick County, Md. (Frederick)
Brockton, Mass.
Chicopee, Mass.
Fall River, Mass.
Framingham, Mass.
Lowell, Mass.
New Bedford, Mass.
Pittsfield, Mass.
Quincy, Mass.
Somerville, Mass.
Ann Arbor, Mich.
Battle Creek, Mich.
Bay City, Mich.
Benton Harbor, Mich.
Dearborn, Mich.
Grosse Pointe, Mich.
Jackson, Mich.
Kalamazoo, Mich.
Midland, Mich.
Pontiac, Mich.
Roseville, Mich.
Royal Oak, Mich.
Southfield, Mich.
Taylor Township, Mich. (Taylor)
Utica, Mich.
Wayne, Mich.
Bloomington, Minn.
Osseo, Minn.
Greenville, Miss.
Hinds County, Miss. (Jackson)
Ferguson-Florissant School District, Mo. (Ferguson)
Hazelwood, Mo.
Hickman Mills, Mo.
Independence, Mo.
North Kansas City School District, Mo. (Kansas City)
Parkway School District, Mo. (Chesterfield)
Ritenour School District, Mo. (Overland)
St. Joseph, Mo.
Billings, Mont.
Great Falls, Mont.
Camden, N. J.
Cherry Hill Township, N. J. (Cherry Hill)
Middletown Township, N. J. (Middletown)
Trenton, N. J.
Wayne Township, N. J. (Wayne)
Willingboro Township, N. J. (Willingboro)
Woodbridge Township, N. J. (Woodbridge)
Las Cruces, N. Mex.
Binghamton, N. Y.
Brentwood, N. Y.
Elmira, N. Y.
Farmingdale, N. Y.
Greece Central School District, N. Y. (Rochester)
Kenmore, N. Y.
Levittown, N. Y.
New Rochelle, N. Y.
Newburgh, N. Y.
Spring Valley, N. Y.
Alamance County, N. C. (Graham)
Durham, N. C., city schools
Durham County, N. C. (Durham)
New Hanover County, N. C. (Wilmington)
Raleigh, N. C., city schools
Wayne County, N. C. (Goldsboro)
Berea, Ohio
Cleveland Heights-University Heights School District, Ohio (Cleveland)
Cuyahoga Falls, Ohio
Elyria, Ohio
Hamilton, Ohio
Lorain, Ohio

Enrollment group 4 (Continued)

Mansfield, Ohio
Springfield, Ohio
Willoughby-Eastlake School District, Ohio (Willoughby)
Midwest City, Okla.
Beaverton, Oreg.
Abington Township, Pa. (Abington)
Allentown, Pa.
Armstrong School District, Pa. (Ford City)
Bethlehem, Pa.
Bristol Township, Pa. (Bristol)
Reading, Pa.
Scranton, Pa.
Cranston, R. I.
Warwick, R. I.
Florence, S. C.
Pickens County, S. C. (Pickens)
Rapid City, S. Dak.
Sioux Falls, S. Dak.
Clarksville-Montgomery County School District, Tenn. (Clarksville)
Knox County, Tenn. (Knoxville)
Abilene, Texas
Birdville School District, Texas (Fort Worth)
Goose Creek School District, Texas (Baytown)
Midland, Texas
Northside School District, Texas (San Antonio)
San Angelo, Texas
Alpine School District, Utah (American Fork)
Ogden, Utah, city schools
Alexandria, Va.
Lynchburg, Va.
Portsmouth, Va.
Roanoke, Va., city schools
Bellevue, Wash.
Everett, Wash.
Federal Way, Wash.
Kent, Wash.
Lake Washington School District, Wash. (Kirkland)
Renton, Wash.
Shoreline School District, Wash. (Seattle)
Vancouver, Wash.
Cabell County, W. Va. (Huntington)
Fayette County, W. Va. (Fayetteville)
Harrison County, W. Va. (Clarksburg)
Raleigh County, W. Va. (Beckley)
Janesville, Wis.
Kenosha, Wis.
West Allis, Wis.
Casper-Midwest School District, Wyo. (Casper)
Cheyenne, Wyo.

Enrollment group 5 (6,000-11,999)

Florence, Ala.--city schools
Lauderdale County, Ala. (Florence)
North Star School District, Alaska (Fairbanks)
Beverly Hills, Calif.
Los Alamitos Elementary School District, Calif. (Los Alamitos)
Poudre School District, Colo. (Ft. Collins)
Danbury, Conn.
Fairfield, Conn.
Greenwich, Conn.
Manchester, Conn.
Stratford, Conn.
Rome, Ga., city schools
Whitfield County, Ga. (Dalton)
Bloomington, Ill.
Blue Island, Ill.--Community High School District
Cahokia, Ill.

Enrollment group 5 (Continued)

Evanston, Ill.--Elementary School District
Kankakee, Ill.
Oak Park, Ill.--Elementary School District
Villa Park Elementary School District, Ill. (Villa Park)
Burlington, Iowa
Dubuque, Iowa
Hutchinson, Kans.
Lawrence, Kans.
Bangor, Maine
Attleboro, Mass.
Beverly, Mass.
Brookline, Mass.
Medford, Mass.
Norwood, Mass.
Watertown, Mass.
Beecher School District, Mich. (Flint)
Carman School District, Mich. (Flint)
Ferndale, Mich.
Redford Union School District, Mich. (Detroit)
Austin, Minn.
St. Louis Park, Minn.
Meridian, Miss.
Natchez, Miss.
Columbia, Mo.
Lindbergh School District, Mo. (St. Louis)
Missoula, Mont.--Elementary School District
Cranford, N. J.
East Orange, N. J.
South Orange-Maplewood School District, N. J. (South Orange)
Union Township, N. J. (Union)
Alamogordo, N. Mex.
Baldwin, N. Y.
Great Neck, N. Y.
Troy, N. Y.
Webster, N. Y.
West Irondequoit School District, N. Y. (Rochester)
Fargo, N. Dak.
Grand Forks, N. Dak.
Chillicothe, Ohio
Plain Local School District, Ohio (Canton)
Princeton City School District, Ohio (Cincinnati)
South Euclid-Lyndhurst City School District, Ohio (Cleveland)
Wayne Township, Ohio (Dayton)
Enid, Okla.
Ponca City, Okla.
Roseburg, Oreg.
Bethel Park, Pa.
Norristown, Pa.
Ringgold School District, Pa. (Monongahela)
Upper Merion School District, Pa. (King of Prussia)
York, Pa.
East Providence, R. I.
Greenwood County, S. C. (Greenwood)
Johnson City, Tenn.
Kingsport, Tenn.
Auburn, Wash.
Richland, Wash.
Mingo County, W. Va. (Williamson)
Fond du Lac, Wis.
Sheboygan, Wis.
Wausau, Wis.

Enrollment group 6 (3,000-5,999)

Vacaville, Calif.
Branford, Conn.
New London, Conn.
Simsbury, Conn.
Marshallton-McKean School District, Del. (Wilmington)
Barrington Elementary School District 4, Ill. (Barrington)

Enrollmen group 6 (Continued)

Bloom Township High School District, Ill. (Chicago Heights)
Blue Island, Ill.--Elementary School District
DeKalb, Ill.
Dixon, Ill.
Glenbard Township High School District, Ill. (Glen Ellyn)
Jacksonville, Ill.
La Grange Elementary School District, Ill. (La Grange Park)
North Chicago Elementary School District 64, Ill. (North Chicago)
Oak Park-River Forest High School District, Ill. (Oak Park)
Park Forest Elementary School District, Ill. (Park Forest)
Rantoul, Ill.
Oskaloosa, Iowa
Dodge City, Kans.
Westbrook, Maine
Milton, Mass.
Newburyport, Mass.
Reading, Mass.
Inkster, Mich.
Romeo, Mich.
Saginaw Township, Mich. (Saginaw)
St. Joseph, Mich.
South Haven, Mich.
Fridley, Minn.
Grand Rapids, Minn.
Northfield, Minn.
Virginia, Minn.
Tupelo, Miss.
Cape Girardeau, Mo.
Missoula, Mont.--County High School District
Dover, N. H.
Salem, N. H.
Englewood, N. J.
Ewing Township, N. J. (Trenton)
Glen Rock, N. J.
Hackensack, N. J.
Tenafly, N. J.
Los Alamos, N. Mex.
Lovington, N. Mex.
Canandaigua, N. Y.

Enrollment group 6 (Continued)

East Aurora, N. Y.
East Syracuse-Minoa School District, N. Y. (East Syracuse)
Fairport, N. Y.
Glens Falls, N. Y.
Hauppauge, N. Y.
Hewlett-Woodmere School District, N. Y. (Hewlett)
Jericho, N. Y.
Massena, N. Y.
Monticello, N. Y.
North Colonie School District, N. Y. (Newtonville)
Peekskill, N. Y.
Sayville, N. Y.
Brecksville, Ohio
Fairview Park, Ohio
Finneytown Local School District, Ohio (Cincinnati)
North Ridgeville, Ohio
Rocky River, Ohio
Urbana, Ohio
Forest Grove, Oreg.
Lincoln County, Oreg. (Newport)
Fox Chapel School District, Pa. (Pittsburgh)
Latrobe, Pa.
Nazareth, Pa.
Penn-Trafford School District, Pa. (Harrison City)
Southwest Butler County, Pa. (Harmony)
Springfield Township, Pa. (Oreland)
Alamo Heights School District, Texas (San Antonio)
Angleton, Texas
Bay City, Texas
Aberdeen, Wash.
Sunnyside, Wash.

Enrollment group 7 (Smaller systems)

Kentfield Elementary School District, Calif. (Kentfield)
East Alton-Wood River High School District, Ill. (Wood River)
Elmwood Park, Ill.--Elementary School District

Enrollment group 7 (Continued)

McHenry, Ill.--Elementary School District
River Forest Elementary School District, Ill. (River Forest)
Skokie Elementary School District 73½, Ill. (Skokie)
Western Springs Elementary School District, Ill. (Western Springs)
Shelby Eastern School District, Ind. (Shelbyville)
Marion, Iowa
Pleasant Valley, Iowa
South Tama County, Iowa (Tama)
Rumford, Maine
Maine School Administrative District 3, Maine (Unity)
Amherst-Pelham Regional School District, Mass. (Amherst)
King Philip Regional School District, Mass. (Wrentham)
Westwood, Mass.
Kalkaska, Mich.
Norway-Vulcan School District, Mich. Norway
Marshall, Minn.
Windom, Minn.
Western Line School District, Miss. (Avon)
Clayton, Mo.
Ralston, Nebr.
Bound Brook, N. J.
Chatham Township, N. J. (Chatham)
Glen Ridge, N. J.
Salem, N. J.
Wharton, N. J.
Franklin Square Elementary School District, N. Y. (Franklin Square)
Medina, N. Y.
Salamanca, N. Y.
Perrysburg, Ohio
Solon, Ohio
Sallisaw, Okla.
Sandy, Oreg.--Union High School District
Logan, Utah
Springfield, Vt.
Glendale-Nicolet Union High School District, Wis. (Milwaukee)
Converse County, Wyo. (Douglas)

TABLE 1. 1969-70 SALARIES PAID SUPERINTENDENTS OF SCHOOLS, 505 SYSTEMS

1969-70 salary	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
Under $13,000	...	...	...	...	...	...	1 (2.6%)	1 (0.2%)
$13,000-15,999	...	...	1 (1.4%)	2 (1.0%)	1 (1.3%)	...	3 (7.9%)	7 (1.4%)
16,000-18,999	...	...	...	11 (5.8%)	4 (5.3%)	6 (8.0%)	5 (13.2%)	26 (5.1%)
19,000-21,999	...	...	5 (7.4%)	11 (5.8%)	18 (24.0%)	25 (33.3%)	13 (34.2%)	72 (14.3%)
22,000-24,999	...	6 (15.0%)	5 (7.4%)	36 (18.8%)	18 (24.0%)	17 (22.7%)	7 (18.4%)	89 (17.6%)
25,000-27,999	1 (5.6%)	7 (17.5%)	17 (25.0%)	64 (33.5%)	14 (18.7%)	14 (18.7%)	6 (15.8%)	123 (24.4%)
28,000-30,999	5 (27.8%)	7 (17.5%)	18 (26.4%)	47 (24.6%)	10 (13.4%)	8 (10.7%)	3 (7.9%)	96 (19.0%)
31,000-33,999	...	11 (27.5%)	17 (25.0%)	15 (7.9%)	5 (6.7%)	4 (5.3%)	...	54 (10.7%)
34,000-36,999	6 (33.2%)	9 (22.5%)	5 (7.4%)	5 (2.6%)	3 (4.0%)	...	...	28 (5.5%)
37,000-39,999	1 (5.6%)	...	...	...	1 (1.3%)	1 (1.3%)	...	3 (0.6%)
40,000 or more	5 (27.8%)	...	...	...	1 (1.3%)	...	...	6 (1.2%)
TOTAL RESPONDING	18 (100.0%)	40 (100.0%)	68 (100.0%)	191 (100.0%)	75 (100.0%)	75 (100.0%)	38 (100.0%)	505 (100.0%)
Median	$35,500	$31,000	$29,000	$26,664	$24,417	$24,766	$21,230	$26,402
Range - High	$51,450	$36,000	$35,187	$36,770	$49,000	$39,000	$28,000	$51,450
- Low	27,500	22,500	15,000	14,800	14,322	16,300	11,800	11,800

TABLE 2. TERM OF EMPLOYMENT, SUPERINTENDENTS IN 486 SCHOOL SYSTEMS

Length of current contract	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
1 year	...	9 (22.5%)	6 (9.4%)	28 (15.7%)	26 (35.6%)	25 (32.9%)	14 (37.9%)	108 (22.2%)
2 years	...	3 (7.5%)	11 (17.2%)	14 (7.8%)	12 (16.4%)	9 (11.9%)	6 (16.2%)	55 (11.3%)
3 years	3 (16.6%)	10 (25.0%)	13 (20.3%)	54 (30.3%)	19 (26.0%)	26 (34.2%)	10 (27.0%)	135 (27.8%)
4 years	11 (61.1%)	13 (32.5%)	23 (35.9%)	57 (32.0%)	6 (8.2%)	9 (11.9%)	2 (5.4%)	121 (24.9%)
5 years	1 (5.6%)	3 (7.5%)	4 (6.2%)	11 (6.2%)	4 (5.5%)	3 (3.9%)	...	26 (5.3%)
6 years	...	...	1 (1.6%)	...	...	...	...	1 (0.2%)
7 years	...	...	...	1 (0.6%)	...	...	...	1 (0.2%)
Acting Supts.	2 (11.1%)	2 (5.0%)	...	3 (1.7%)	1 (1.4%)	...	1 (2.7%)	9 (1.9%)
On tenure	...	...	2 (3.1%)	6 (3.4%)	4 (5.5%)	2 (2.6%)	2 (5.4%)	16 (3.3%)
Elected	...	...	1 (1.6%)	3 (1.7%)	...	...	...	4 (0.8%)
No written contract	1 (5.6%)	...	3 (4.7%)	1 (0.6%)	1 (1.4%)	2 (2.6%)	2 (5.4%)	10 (2.1%)
TOTAL RESPONDING	18 (100.0%)	40 (100.0%)	64 (100.0%)	178 (100.0%)	73 (100.0%)	76 (100.0%)	37 (100.0%)	486 (100.0%)

TABLE 3. LENGTH OF ANNUAL PAID VACATION AND PERCENTAGE USED BY SUPERINTENDENTS IN 1968-69, 511 SYSTEMS

Number of weeks paid vacation in 1968-69 and percentage used	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
NUMBER OF WEEKS PROVIDED ANNUALLY								
6 weeks	...	...	...	7 (3.6%)	3 (3.9%)	1 (1.3%)	...	11 (2.2%)
5 weeks	3 (16.7%)	...	2 (1.5%)	6 (3.1%)	...	...	...	11 (2.2%)
4½ weeks	2 (11.1%)	5 (12.5%)	4 (6.0%)	7 (3.6%)	6 (7.8%)	1 (1.3%)	2 (5.1%)	27 (5.3%)
4 weeks	11 (61.0%)	21 (52.5%)	36 (53.7%)	102 (52.9%)	42 (54.5%)	59 (77.6%)	24 (61.5%)	295 (57.7%)
3 weeks	...	7 (17.5%)	8 (11.9%)	24 (12.4%)	10 (13.0%)	5 (6.6%)	3 (7.7%)	57 (11.1%)
2 weeks	1 (5.6%)	6 (15.0%)	15 (22.4%)	36 (18.7%)	13 (16.9%)	10 (13.2%)	9 (23.1%)	90 (17.6%)
Not specified	...	1 (2.5%)	2 (3.0%)	6 (3.1%)	2 (2.6%)	...	...	11 (2.2%)
Not provided	1 (5.6%)	...	1 (1.5%)	5 (2.6%)	1 (1.3%)	...	1 (2.6%)	9 (1.7%)
TOTAL	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	5 (27.8%)	15 (37.5%)	25 (36.8%)	71 (36.8%)	30 (39.0%)	30 (39.5%)	19 (48.7%)	195 (38.2%)
PERCENTAGE OF VACATION ACTUALLY USED								
100 percent	4 (22.2%)	8 (20.0%)	8 (11.8%)	45 (23.3%)	16 (20.7%)	14 (18.4%)	10 (25.6%)	105 (20.5%)
75 percent	2 (11.1%)	5 (12.5%)	7 (10.3%)	30 (15.5%)	9 (11.7%)	21 (27.7%)	6 (15.4%)	80 (15.7%)
66 percent	...	3 (7.5%)	5 (7.3%)	19 (9.9%)	3 (3.9%)	1 (1.3%)	2 (5.1%)	33 (6.5%)
50 percent	3 (16.7%)	8 (20.0%)	15 (22.1%)	35 (18.1%)	21 (27.3%)	14 (18.4%)	10 (25.6%)	106 (20.7%)
33 percent	...	2 (5.0%)	4 (5.9%)	8 (4.1%)	5 (6.5%)	2 (2.6%)	2 (5.1%)	23 (4.5%)
25 percent	1 (5.6%)	5 (12.5%)	9 (13.2%)	9 (4.7%)	4 (5.2%)	9 (11.9%)	3 (7.7%)	40 (7.8%)
0 percent	2 (11.1%)	5 (12.5%)	12 (17.6%)	26 (13.5%)	10 (13.0%)	8 (10.5%)	5 (12.9%)	68 (13.3%)
Not applicable*	6 (33.3%)	4 (10.0%)	8 (11.8%)	21 (10.9%)	9 (11.7%)	7 (9.2%)	1 (2.6%)	56 (11.0%)
TOTAL	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)

* Includes superintendents without vacations, with vacations of indefinite length, acting superintendents, and superintendents in their first year in the system.

TABLE 4. PROVISION OF INDISTRICT TRANSPORTATION FOR SUPERINTENDENTS, 511 SYSTEMS

Arrangements for indistrict transportation	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
District-owned car:								
Car only	2 (11.1%)	5 (12.5%)	11 (16.2%)	38 (19.7%)	9 (11.7%)	8 (10.6%)	...	73 (14.3%)
With driver	4 (22.2%)	1 (2.5%)	1 (1.5%)	1 (0.5%)	...	...	...	7 (1.4%)
With credit card	6 (33.4%)	12 (30.0%)	21 (30.9%)	43 (22.3%)	11 (14.3%)	13 (17.1%)	3 (7.7%)	109 (21.3%)
With flat amount	...	1 (2.5%)	2 (2.9%)	2 (1.0%)	1 (1.3%)	...	...	6 (1.2%)
With mileage rate	...	1 (2.5%)	...	4 (2.1%)	1 (1.3%)	...	1 (2.6%)	7 (1.4%)
Leased car:								
Car only	...	4 (10.0%)	1 (1.5%)	5 (2.6%)	2 (2.6%)	1 (1.3%)	1 (2.6%)	14 (2.7%)
With credit card	2 (11.1%)	1 (2.5%)	5 (7.3%)	6 (3.1%)	6 (7.8%)	3 (3.9%)	1 (2.6%)	24 (4.7%)
With flat amount	...	...	...	1 (0.5%)	1 (1.3%)	...	...	2 (0.4%)
Mileage allowance:								
Limited mileage	...	1 (2.5%)	...	5 (2.6%)	1 (1.3%)	3 (3.9%)	1 (2.6%)	11 (2.1%)
Unlimited mileage	...	2 (5.0%)	7 (10.3%)	16 (8.3%)	10 (13.0%)	23 (30.3%)	15 (38.4%)	73 (14.3%)
Plus flat amount	...	...	3 (4.4%)	4 (2.1%)	3 (3.9%)	...	4 (10.2%)	14 (2.7%)
Flat amount only	4 (22.2%)	12 (30.0%)	14 (20.6%)	58 (30.0%)	24 (31.1%)	18 (23.7%)	10 (25.6%)	140 (27.4%)
No provision	...	...	3 (4.4%)	10 (5.2%)	8 (10.4%)	7 (9.2%)	3 (7.7%)	31 (6.1%)
TOTAL RESPONDING	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	4 (22.2%)	9 (22.5%)	21 (30.9%)	54 (28.0%)	16 (20.8%)	17 (22.4%)	11 (28.2%)	132 (25.8%)

TABLE 5. LEAVES OF ABSENCE PROVIDED FOR SUPERINTENDENTS OF SCHOOLS, 511 SYSTEMS

Types of leave provided by school district	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
SABBATICAL LEAVE								
With full pay	...	...	5 (7.4%)	5 (2.6%)	1 (1.3%)	2 (2.6%)	...	13 (2.6%)
With part/full pay option	...	...	...	5 (2.6%)	5 (6.5%)	5 (6.6%)	5 (12.8%)	20 (3.9%)
With part pay	6 (33.3%)	4 (10.0%)	17 (25.0%)	49 (25.4%)	22 (28.6%)	11 (14.5%)	8 (20.5%)	117 (22.9%)
Not provided	12 (66.7%)	36 (90.0%)	46 (67.6%)	134 (69.4%)	49 (63.6%)	58 (76.3%)	26 (66.7%)	361 (70.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	...	2 (2.9%)	2 (1.0%)	4 (5.2%)	15 (19.7%)	2 (5.1%)	26 (5.1%)
SICK LEAVE DAYS PER YEAR								
Cumulative basis								
5 or less days	...	1 (2.5%)	1 (1.5%)	1 (0.5%)	1 (1.3%)	1 (1.3%)	1 (2.6%)	6 (1.2%)
6- 8 days	1 (5.6%)	...	1 (1.5%)	4 (2.1%)	1 (1.3%)	...	...	7 (1.4%)
9-11 days	5 (27.7%)	12 (30.0%)	25 (36.8%)	65 (33.7%)	19 (24.7%)	31 (40.8%)	14 (35.9%)	171 (33.4%)
12-14 days	5 (27.7%)	13 (32.5%)	29 (42.6%)	54 (28.0%)	23 (29.9%)	20 (26.3%)	9 (23.0%)	153 (29.9%)
15-17 days	2 (11.1%)	9 (22.5%)	7 (10.2%)	36 (18.6%)	19 (24.6%)	15 (19.8%)	8 (20.5%)	96 (18.8%)
18-20 days	1 (5.6%)	2 (5.0%)	...	6 (3.1%)	4 (5.2%)	3 (4.0%)	1 (2.6%)	17 (3.3%)
21 or more days	1 (5.6%)	...	1 (1.5%)	6 (3.1%)	1 (1.3%)	...	...	9 (1.8%)
Noncumulative								
40- 90 days	...	...	1 (1.5%)	2 (1.0%)	...	1 (1.3%)	...	4 (0.8%)
96-120 days	...	...	1 (1.5%)	4 (2.1%)	...	2 (2.6%)	...	7 (1.4%)
150-180 days	...	...	...	3 (1.6%)	4 (5.2%)	...	...	7 (1.4%)
1 year	...	...	...	1 (0.5%)	...	1 (1.3%)	...	2 (0.4%)
Not specified	1 (5.6%)	2 (5.0%)	2 (2.9%)	3 (1.6%)	5 (6.5%)	2 (2.6%)	3 (7.7%)	18 (3.5%)
Not provided	2 (11.1%)	1 (2.5%)	...	8 (4.1%)	...	...	3 (7.7%)	14 (2.7%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	7 (17.5%)	11 (16.2%)	34 (17.6%)	15 (19.5%)	2 (2.6%)	7 (17.9%)	78 (15.3%)

PROFESSIONAL GROWTH								
With full pay	5 (27.7%)	14 (35.0%)	28 (41.1%)	67 (34.7%)	38 (49.4%)	32 (42.1%)	16 (41.0%)	200 (39.1%)
With part pay	1 (5.6%)	2 (5.0%)	1 (1.5%)	1 (0.5%)	...	1 (1.3%)	1 (2.6%)	7 (1.4%)
Without pay	1 (5.6%)	...	5 (7.4%)	11 (5.7%)	2 (2.6%)	2 (2.6%)	...	21 (4.1%)
Not provided	11 (61.1%)	24 (60.0%)	34 (50.0%)	114 (59.1%)	37 (48.0%)	41 (54.0%)	22 (56.4%)	283 (55.4%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	4 (10.0%)	4 (5.9%)	16 (8.3%)	5 (6.5%)	4 (5.3%)	2 (5.1%)	37 (7.2%)
CONSULTING WORK								
With full pay	2 (11.1%)	7 (17.5%)	15 (22.1%)	37 (19.2%)	22 (28.6%)	16 (21.1%)	8 (20.5%)	107 (20.9%)
With part pay	1 (5.6%)	1 (2.5%)	2 (2.9%)	5 (2.6%)	2 (2.6%)	2 (2.6%)	...	13 (2.6%)
Without pay	3 (16.7%)	1 (2.5%)	5 (7.4%)	13 (6.7%)	4 (5.2%)	...	1 (2.6%)	27 (5.3%)
Not provided	12 (66.6%)	31 (77.5%)	46 (67.6%)	138 (71.5%)	49 (63.6%)	58 (76.3%)	30 (76.9%)	364 (71.2%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	2 (5.0%)	3 (4.4%)	10 (5.2%)	4 (5.2%)	3 (3.9%)	2 (5.1%)	25 (4.9%)
CIVIC DUTIES								
With full pay	6 (33.3%)	16 (40.0%)	25 (36.8%)	87 (45.1%)	37 (48.0%)	30 (39.5%)	16 (41.0%)	217 (42.5%)
With part pay	...	1 (2.5%)	3 (4.4%)	1 (0.5%)	2 (2.6%)	...	...	7 (1.4%)
Without pay	1 (5.6%)	...	3 (4.4%)	6 (3.1%)	...	1 (1.3%)	...	11 (2.1%)
Not provided	11 (61.1%)	23 (57.5%)	37 (54.4%)	99 (51.3%)	38 (49.4%)	45 (59.2%)	23 (59.0%)	276 (54.0%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	3 (7.5%)	6 (8.8%)	14 (7.3%)	7 (9.1%)	4 (5.3%)	1 (2.6%)	36 (7.0%)
PERSONAL BUSINESS								
With full pay	5 (27.7%)	11 (27.5%)	21 (30.9%)	84 (43.5%)	35 (45.5%)	33 (43.4%)	21 (53.8%)	210 (41.1%)
With part pay	...	3 (7.5%)	1 (1.5%)	5 (2.6%)	1 (1.3%)	2 (2.6%)	1 (2.6%)	13 (2.6%)
Without pay	3 (16.7%)	2 (5.0%)	6 (8.8%)	3 (1.6%)	4 (5.2%)	1 (1.3%)	...	19 (3.7%)
Not provided	10 (55.6%)	24 (60.0%)	40 (58.8%)	101 (52.3%)	37 (48.0%)	40 (52.7%)	17 (43.6%)	269 (52.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	5 (12.5%)	5 (7.4%)	14 (7.3%)	7 (9.1%)	5 (6.6%)	4 (10.3%)	42 (8.2%)

TABLE 6. GROUP INSURANCE COVERAGE PAID FOR BY DISTRICT FOR SUPERINTENDENTS, 511 SYSTEMS

Type of group insurance coverage paid by district	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
HOSPITALIZATION								
Paid in full	6 (33.3%)	13 (32.5%)	22 (32.4%)	73 (37.8%)	35 (45.4%)	28 (36.9%)	13 (33.3%)	190 (37.2%)
Paid in part	8 (44.5%)	14 (35.0%)	29 (42.6%)	67 (34.7%)	25 (32.5%)	34 (44.7%)	16 (41.0%)	193 (37.8%)
Not provided	4 (22.2%)	13 (32.5%)	17 (25.0%)	53 (27.5%)	17 (22.1%)	14 (18.4%)	10 (25.7%)	128 (25.0%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	3 (16.7%)	4 (10.0%)	11 (16.2%)	33 (17.1%)	15 (19.5%)	10 (13.2%)	7 (17.9%)	83 (16.2%)
MEDICAL-SURGICAL								
Paid in full	6 (33.3%)	12 (30.0%)	21 (30.9%)	66 (34.2%)	34 (44.2%)	28 (36.9%)	13 (33.3%)	180 (35.2%)
Paid in part	7 (38.9%)	11 (27.5%)	23 (33.8%)	66 (34.2%)	23 (29.9%)	32 (42.1%)	15 (38.5%)	177 (34.6%)
Not provided	5 (27.8%)	17 (42.5%)	24 (35.3%)	61 (31.6%)	20 (25.9%)	16 (21.0%)	11 (28.2%)	154 (30.2%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	3 (16.7%)	4 (10.0%)	10 (14.7%)	27 (14.0%)	15 (19.5%)	9 (11.8%)	7 (17.9%)	75 (14.7%)
MAJOR MEDICAL								
Paid in full	4 (22.2%)	14 (35.0%)	20 (29.4%)	68 (35.2%)	34 (44.2%)	26 (34.2%)	13 (33.3%)	179 (35.0%)
Paid in part	7 (38.9%)	12 (30.0%)	24 (35.3%)	62 (32.1%)	20 (25.9%)	30 (39.5%)	14 (35.9%)	169 (33.1%)
Not provided	7 (38.9%)	14 (35.0%)	24 (35.3%)	63 (32.7%)	23 (29.9%)	20 (26.3%)	12 (30.8%)	163 (31.9%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	3 (16.7%)	5 (12.5%)	10 (14.7%)	27 (14.0%)	11 (14.3%)	11 (14.5%)	6 (15.4%)	73 (14.3%)

LIFE								
Paid in full	4 (22.2%)	8 (20.0%)	15 (22.1%)	31 (16.1%)	13 (16.9%)	18 (23.7%)	3 (7.7%)	92 (18.0%)
Paid in part	6 (33.3%)	8 (20.0%)	16 (23.5%)	24 (12.4%)	13 (16.9%)	16 (21.0%)	8 (20.5%)	91 (17.8%)
Not provided	8 (44.5%)	24 (60.0%)	37 (54.4%)	138 (71.5%)	51 (66.2%)	42 (55.3%)	28 (71.8%)	328 (64.2%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	5 (12.5%)	7 (10.3%)	14 (7.3%)	4 (5.2%)	7 (9.2%)	2 (5.1%)	41 (8.0%)
DISABILITY								
Paid in full	...	3 (7.5%)	5 (7.3%)	12 (6.2%)	4 (5.2%)	7 (9.2%)	6 (15.4%)	37 (7.2%)
Paid in part	3 (16.7%)	4 (10.0%)	4 (5.9%)	20 (10.4%)	6 (7.8%)	6 (7.9%)	4 (10.3%)	47 (9.2%)
Not provided	15 (83.3%)	33 (82.5%)	59 (86.8%)	161 (83.4%)	67 (87.0%)	63 (82.9%)	29 (74.3%)	427 (83.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	1 (2.5%)	2 (2.9%)	8 (4.2%)	2 (2.6%)	2 (2.6%)	3 (7.7%)	19 (3.7%)
PROFESSIONAL LIABILITY								
Paid in full	2 (11.1%)	6 (15.0%)	12 (17.7%)	34 (17.6%)	21 (27.3%)	18 (23.7%)	12 (30.8%)	105 (20.5%)
Paid in part	1 (5.6%)	2 (5.0%)	2 (2.9%)	5 (2.6%)	3 (3.9%)	5 (6.6%)	2 (5.1%)	20 (3.9%)
Not provided	15 (83.3%)	32 (80.0%)	54 (79.4%)	154 (79.8%)	53 (68.8%)	53 (69.7%)	25 (64.1%)	386 (75.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	...	4 (10.0%)	1 (1.5%)	7 (3.6%)	5 (6.5%)	3 (3.9%)	3 (7.7%)	23 (4.5%)
TRAVEL								
Paid in full	5 (27.8%)	5 (12.5%)	8 (11.7%)	24 (12.4%)	8 (10.4%)	11 (14.5%)	6 (15.4%)	67 (13.1%)
Paid in part	1 (5.6%)	2 (5.0%)	1 (1.5%)	8 (4.2%)	4 (5.2%)	3 (3.9%)	1 (2.6%)	20 (3.9%)
Not provided	12 (66.6%)	33 (82.5%)	59 (86.8%)	161 (83.4%)	65 (84.4%)	62 (81.6%)	32 (82.0%)	424 (83.0%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	4 (22.2%)	2 (5.0%)	3 (4.4%)	5 (2.6%)	2 (2.6%)	2 (2.6%)	2 (5.1%)	20 (3.9%)

TABLE 7. PROVISIONS FOR RETIREMENT INCOME OF SUPERINTENDENTS, 511 SYSTEMS

Type of retirement income available in job	Number and percent of responding systems by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
TEACHERS OR PUBLIC EMPLOYEES RETIREMENT SYSTEM	17 (94.4%)	39 (97.5%)	66 (97.1%)	190 (98.4%)	76 (98.7%)	75 (98.7%)	39 (100.0%)	502 (98.2%)
Not members	1 (5.6%)	1 (2.5%)	2 (2.9%)	3 (1.6%)	1 (1.3%)	1 (1.3%)	...	9 (1.8%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
SOCIAL SECURITY	11 (61.1%)	18 (45.0%)	42 (61.8%)	103 (53.4%)	48 (62.3%)	49 (64.5%)	24 (61.5%)	295 (57.7%)
Not covered	7 (38.9%)	22 (55.0%)	26 (38.2%)	90 (46.6%)	29 (37.7%)	27 (35.5%)	15 (38.5%)	216 (42.3%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
BOARD-APPROVED TAX-SHELTERED ANNUITY								
AASA plan	3 (16.7%)	1 (2.5%)	1 (1.5%)	14 (7.3%)	8 (10.4%)	3 (3.9%)	1 (2.6%)	31 (6.1%)
Other plan	11 (61.1%)	18 (45.0%)	33 (48.5%)	91 (47.1%)	26 (33.8%)	38 (50.0%)	14 (35.9%)	231 (45.2%)
Not provided	4 (22.2%)	21 (52.5%)	34 (50.0%)	88 (45.6%)	43 (55.8%)	35 (46.1%)	24 (61.5%)	249 (48.7%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	3 (16.7%)	8 (20.0%)	4 (5.9%)	16 (8.3%)	8 (10.4%)	9 (11.8%)	5 (12.8%)	53 (10.4%)
SEVERANCE PAY	6 (33.3%)	5 (12.5%)	13 (19.1%)	26 (13.5%)	12 (15.6%)	10 (13.2%)	...	74 (14.5%)
Not provided	12 (66.7%)	35 (87.5%)	55 (80.9%)	167 (86.5%)	65 (84.4%)	66 (86.8%)	39 (100.0%)	437 (85.5%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	2 (5.0%)	3 (4.4%)	3 (1.6%)	2 (2.6%)	3 (3.9%)	...	15 (2.9%)

TABLE 8. PROFESSIONAL OBLIGATION EXPENSES PAID BY DISTRICT, 511 SYSTEMS

Type of expense and coverage provided by district	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
PROFESSIONAL ORGANIZATION DUES	6 (33.3%)	3 (7.5%)	11 (16.2%)	55 (28.5%)	29 (37.7%)	33 (43.4%)	14 (35.9%)	151 (29.5%)
Not covered	12 (66.7%)	37 (92.5%)	57 (83.8%)	138 (71.5%)	48 (62.3%)	43 (56.6%)	25 (64.1%)	360 (70.5%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	1 (2.5%)	2 (2.9%)	10 (5.2%)	2 (2.6%)	4 (5.3%)	4 (10.3%)	24 (4.7%)
OUT-OF-DISTRICT CONFERENCES AND CONVENTIONS								
No limitation on amount	17 (94.4%)	35 (87.5%)	56 (82.3%)	140 (72.6%)	57 (74.0%)	55 (72.4%)	21 (53.8%)	381 (74.5%)
Dollar amount: Per year	...	3 (7.5%)	9 (13.2%)	40 (20.7%)	15 (19.5%)	18 (23.7%)	14 (35.9%)	99 (19.4%)
Per diem	1 (5.6%)	1 (2.5%)	1 (1.5%)	6 (3.1%)	1 (1.3%)	1 (1.3%)	...	11 (2.2%)
No. of meetings limited	...	1 (2.5%)	1 (1.5%)	1 (0.5%)	3 (3.9%)	...	1 (2.6%)	7 (1.4%)
Not provided	...	...	1 (1.5%)	6 (3.1%)	1 (1.3%)	2 (2.6%)	3 (7.7%)	13 (2.5%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	4 (22.2%)	5 (12.5%)	11 (16.2%)	24 (12.4%)	13 (16.9%)	10 (13.2%)	6 (15.4%)	73 (14.3%)
LOCAL EXPENSES								
As needed	11 (61.1%)	15 (37.5%)	41 (60.3%)	112 (58.0%)	52 (67.5%)	57 (75.0%)	31 (79.5%)	319 (62.4%)
Dollar amount annually	1 (5.6%)	5 (12.5%)	6 (8.8%)	8 (4.2%)	5 (6.5%)	4 (5.3%)	1 (2.6%)	30 (5.9%)
Not provided	6 (33.3%)	20 (50.0%)	21 (30.9%)	73 (37.8%)	20 (26.0%)	15 (19.7%)	7 (17.9%)	162 (31.7%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	2 (11.1%)	4 (10.0%)	7 (10.3%)	11 (5.7%)	9 (11.7%)	3 (3.9%)	3 (7.7%)	39 (7.6%)

TABLE 9. PAYMENT BY DISTRICT OF EXPENSES INCURRED IN RELOCATING TO PRESENT POSITION, 511 SYSTEMS

Type of relocation expense paid by district	Number and percent of systems responding by enrollment group							
	100,000 or more	50,000-99,999	25,000-49,999	12,000-24,999	6,000-11,999	3,000-5,999	Smaller systems	Totals
MOVING OF HOUSEHOLD GOODS								
Paid in full	4 (22.2%)	10 (25.0%)	15 (22.1%)	43 (22.3%)	19 (24.7%)	31 (40.8%)	11 (28.2%)	133 (26.0%)
Paid in part	...	1 (2.5%)	2 (2.9%)	5 (2.6%)	2 (2.6%)	4 (5.3%)	3 (7.7%)	17 (3.3%)
Not provided or not applicable	14 (77.8%)	29 (72.5%)	51 (75.0%)	145 (75.1%)	56 (72.7%)	41 (53.9%)	25 (64.1%)	361 (70.7%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	1 (5.6%)	3 (7.5%)	8 (11.8%)	16 (8.3%)	3 (3.9%)	7 (9.2%)	4 (10.3%)	42 (8.2%)
TRANSPORTATION OF SELF AND FAMILY								
Paid in full	1 (5.6%)	6 (15.0%)	4 (5.9%)	13 (6.7%)	7 (9.1%)	8 (10.5%)	3 (7.7%)	42 (8.2%)
Paid in part	...	2 (5.0%)	...	2 (1.1%)	2 (2.6%)	...	...	6 (1.2%)
Not provided or not applicable	17 (94.4%)	32 (80.0%)	64 (94.1%)	178 (92.2%)	68 (88.3%)	68 (89.5%)	36 (92.3%)	463 (90.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	...	3 (7.5%)	2 (2.9%)	5 (2.6%)	...	3 (3.9%)	3 (7.7%)	16 (3.1%)
DISTRICT-OWNED RESIDENCE PROVIDED	...	...	2 (2.9%)	1 (0.5%)	1 (1.3%)	...	3 (7.7%)	7 (1.4%)
Not provided	18 (100.0%)	40 (100.0%)	66 (97.1%)	192 (99.5%)	76 (98.7%)	76 (100.0%)	36 (92.3%)	504 (98.6%)
Total	18 (100.0%)	40 (100.0%)	68 (100.0%)	193 (100.0%)	77 (100.0%)	76 (100.0%)	39 (100.0%)	511 (100.0%)
In contract	...	...	2 (2.9%)	...	1 (1.3%)	...	1 (2.6%)	4 (0.8%)

Educational Research Service
January 1970

FRINGE BENEFITS FOR SUPERINTENDENTS OF SCHOOLS

School system _____

City _____ State _____ Zip code _____

Superintendent _____

QUESTIONNAIRE FORM

1969-70 salary: $ _____

Length of current contract: _____ (Month and year) to _____ (Month and year)

NOTE 1: In answering the following questions, please report benefits provided in the current school year. If additional benefits are to be provided in the future, please note on questionnaire or on separate sheet. If a particular benefit is not provided, please so indicate by circling (NP) in the righthand margin (i.e., do not leave any question unanswered).

NOTE 2: If a particular benefit is specified in the superintendent's contract, please circle the letter (C) after your answer.

NOTE 3: After you have completed the questionnaire, please be sure to check the appropriate box at the bottom of page 4.

1. Number of weeks vacation (not including holidays): _____ weeks. NP C

   Number used last year: _____

2. Arrangements for indistrict transportation: NP C

   District-owned car provided _____ with driver _____

   Leased car provided _____ with driver _____

   Mileage allowance: _____¢ per mile, up to _____.

   Dollar amount: $_____ per year.

   District provides gasoline credit card _____

3. Sabbatical leave: YES _____ NP C

   Length of time: _____ months with full pay

   _____ months with part pay

OVER——→

4. Sick leave: _____ days per year, cumulative to _____ days. NP C

5. Other leaves granted:

	With pay Full	With pay Part	Without pay		
Professional growth (e.g., NASE, research)	___	___	___	NP	C
Consulting work	___	___	___	NP	C
Civic duties	___	___	___	NP	C
Personal business		___	___	NP	C
Other (please list)					
_____	___	___	___		C
_____	___	___	___		C

QUESTIONNAIRE FORM

6. Retirement provisions in present position:

Teachers or public employees state or local retirement _____ NP C

Board-approved tax-sheltered annuity: NP C

AASA plan _____

Other plan _____

Are you under Social Security in your present position? YES _____ NP C

If YES, what agency of the state or local government pays the employer's share?

_____

7. Group insurance paid in full or in part by the school district:

	Paid in full	Paid in part		
Hospitalization	_____	_____	NP	C
Medical-surgical	_____	_____	NP	C
Major medical	_____	_____	NP	C
Life	_____	_____	NP	C
Disability	_____	_____	NP	C
Professional liability	_____	_____	NP	C
Travel	_____	_____	NP	C
Other (please identify)				
_____	_____	_____		C
_____	_____	_____		C

8. Are dues for your personal membership in professional organizations paid by the district? NP C

YES _____

9. Provisions for attendance at out-of-district conferences and conventions: NP C

No limitation on amount _____

Dollar amount: $ _____ maximum per school year

Other (please explain) _____

_____

10. Allowance for local expenses (luncheons, entertaining official visitors and community officials). NP C

YES _____

As needed _____

Dollar amount: $ _____ per school year

QUESTIONNAIRE FORM

11. Reimbursement for moving expenses incurred upon appointment to present position: NP C

YES _____

If YES, were you reimbursed for:

	In full	In part	
Moving of household goods?	_____	_____	NP C
Transportation of self and family?	_____	_____	NP C

12. Residence provided by district: YES _____ NP C

If YES, is it a district-owned house? _____
Or is rent paid by district? _____

13. Severance pay upon separation from school district: YES _____ NP C

If YES, how is amount of severance pay determined?

_____

_____

OVER ——————→

14. Please use the following space to report any fringe benefits not covered in Questions 1-13 (home insurance, tuition allowance, entertainment allowance, etc.) and to add any additional pertinent information.

15. List the fringe benefit area (retirement, expenses, etc.) which you believe to be in greatest need of improvement.

QUESTIONNAIRE FORM

Plans are to report the information obtained in this survey in summary form, distinguishing only between various enrollment groupings. However, since it is possible that we would want to cite individual school systems in our text discussion, we are asking that you check the appropriate box below:

I DO NOT ☐ I DO ☐ object to having the above replies identified with my school system.

Return ONE copy to: Educational Research Service
Box 5, NEA Building
1201 Sixteenth Street, N.W.
Washington, D. C. 20036

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